

MINNEAPOLIS POLICE DEPARTMENT

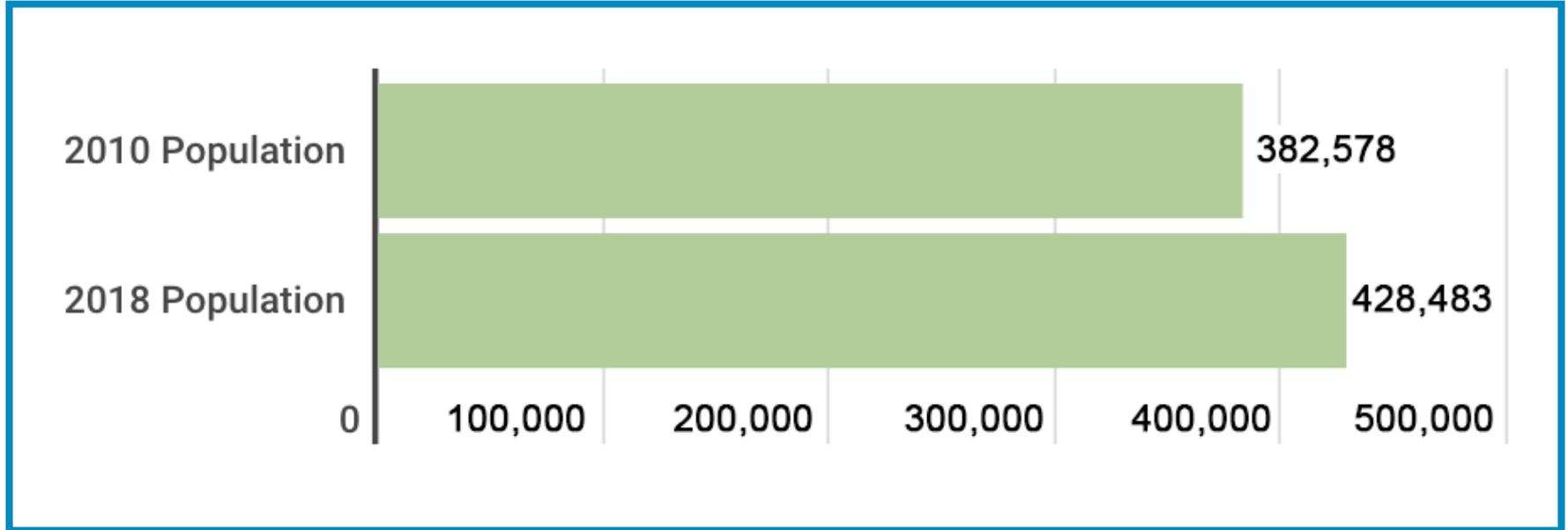
Staffing

Chief Medaria Arradondo

Opening Remarks



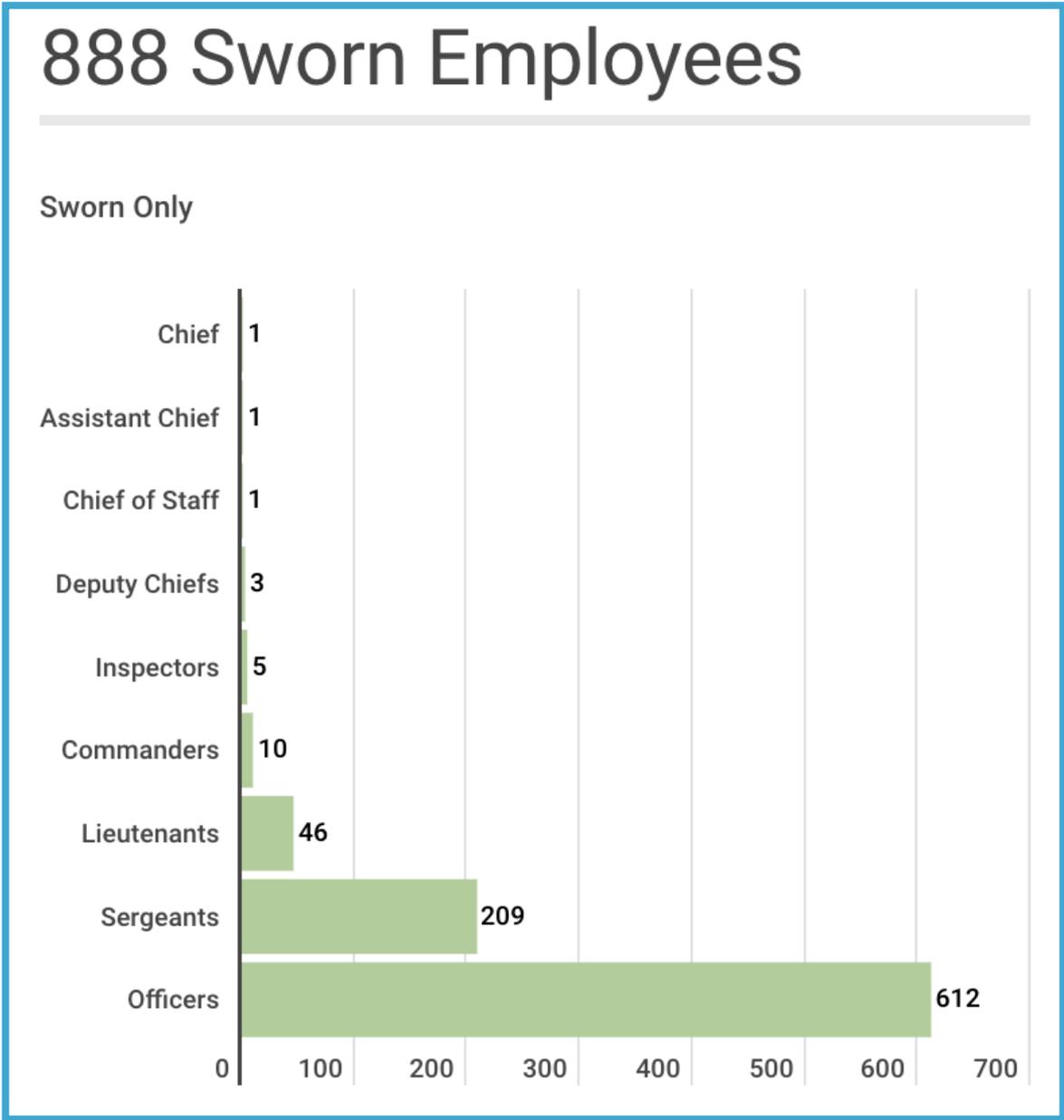
Minneapolis Population Growth from 2010 to 2018



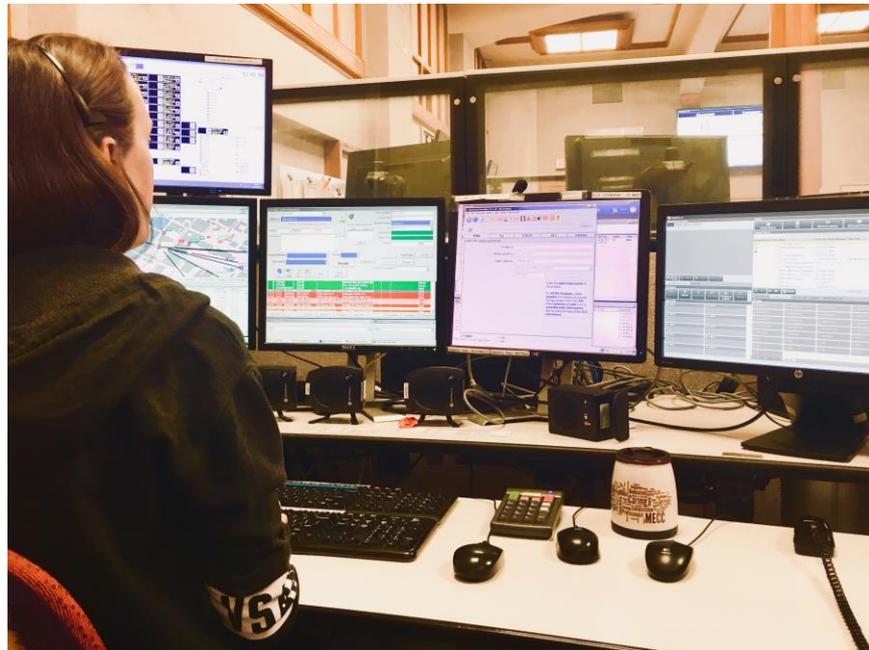
45,905 people were added since 2010.

Minneapolis exhibited the greatest growth of any municipality in the state.

What does MPD Staffing Look Like?



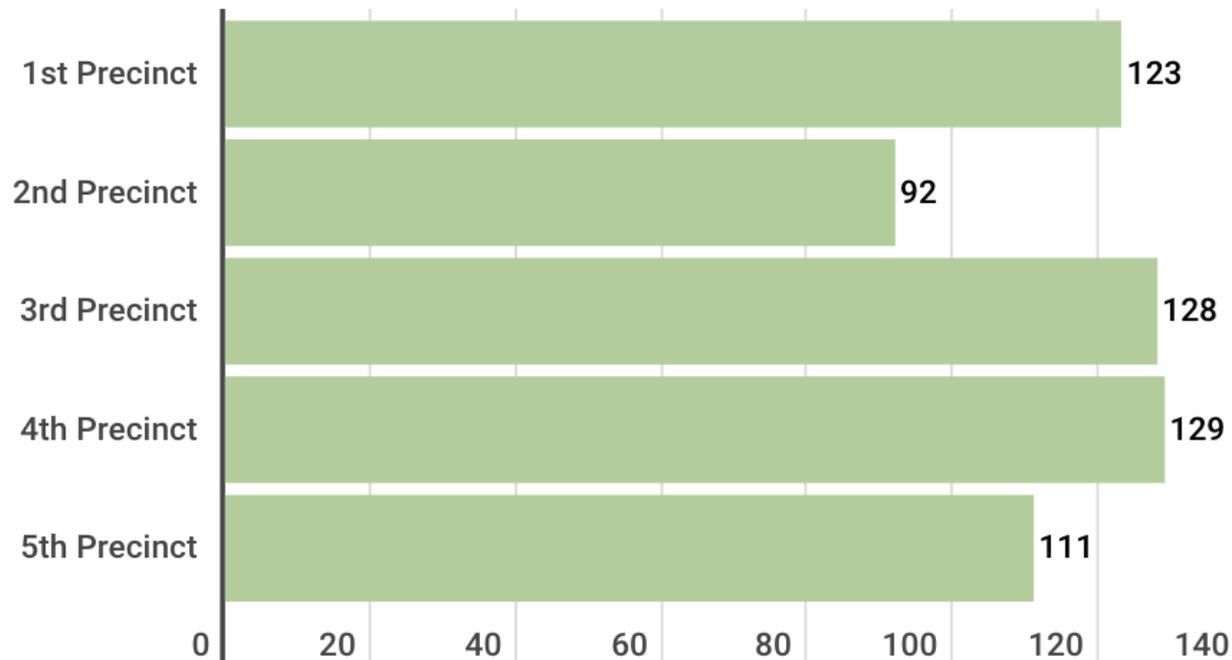
Patrol Officers, Number of 911 Responders



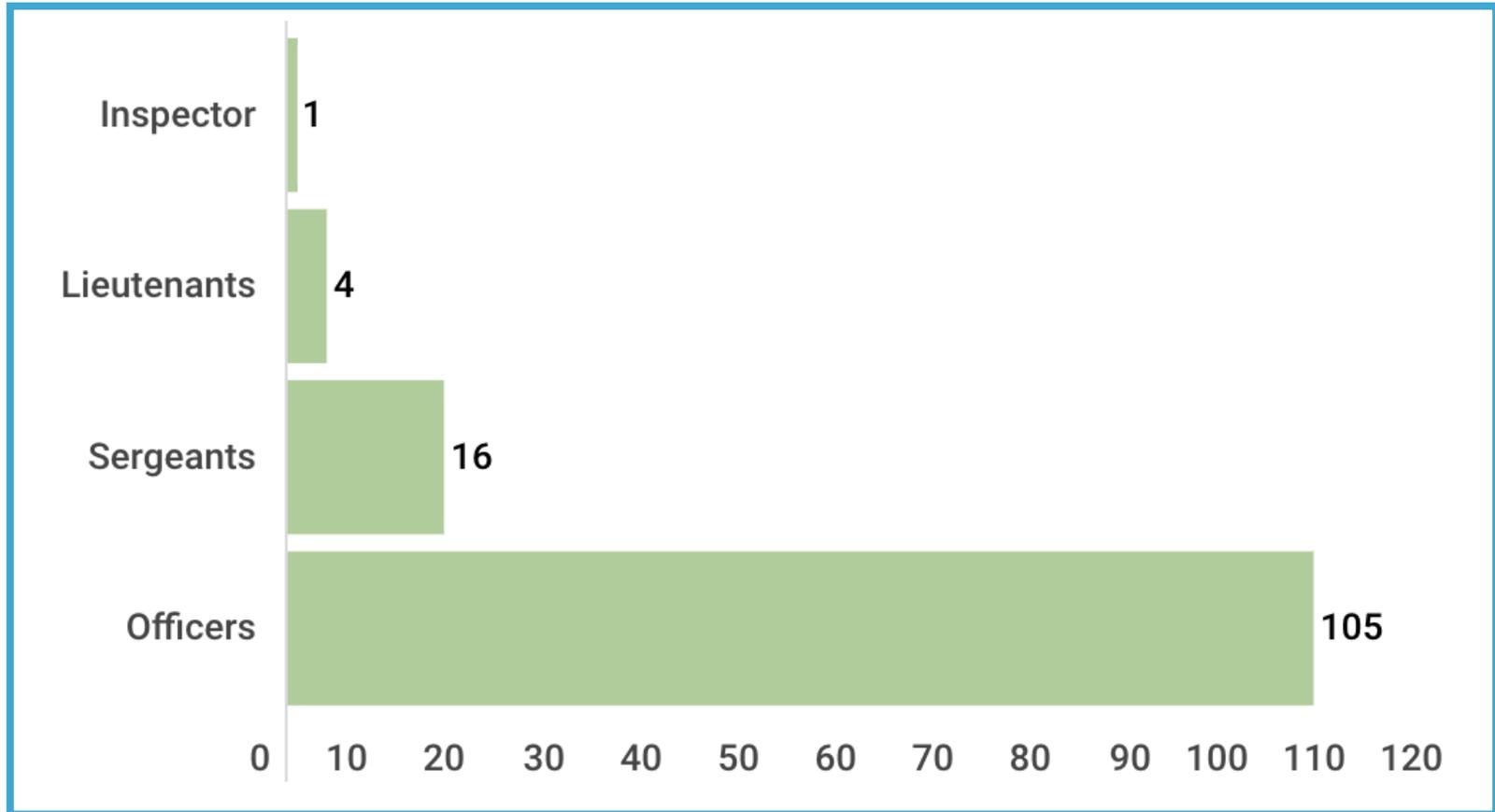
5 Precincts

Total Sworn in **Patrol** Currently = 583

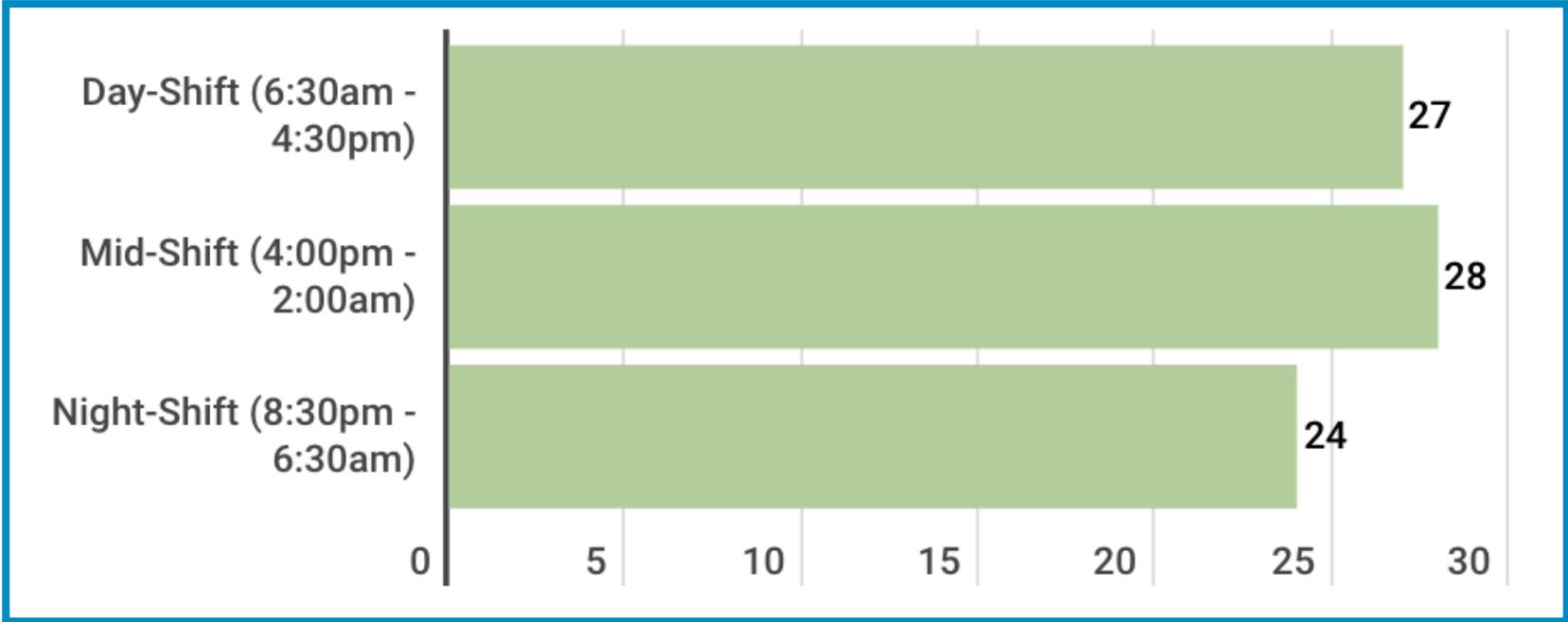
Personnel assigned to each Precinct as of July 2019, including all shifts (this includes Inspectors, Lieutenants, Property Crimes Sergeants, CRT Teams, Desk Officer, etc.)



Focusing on 3rd Precinct (Estimated Budget)



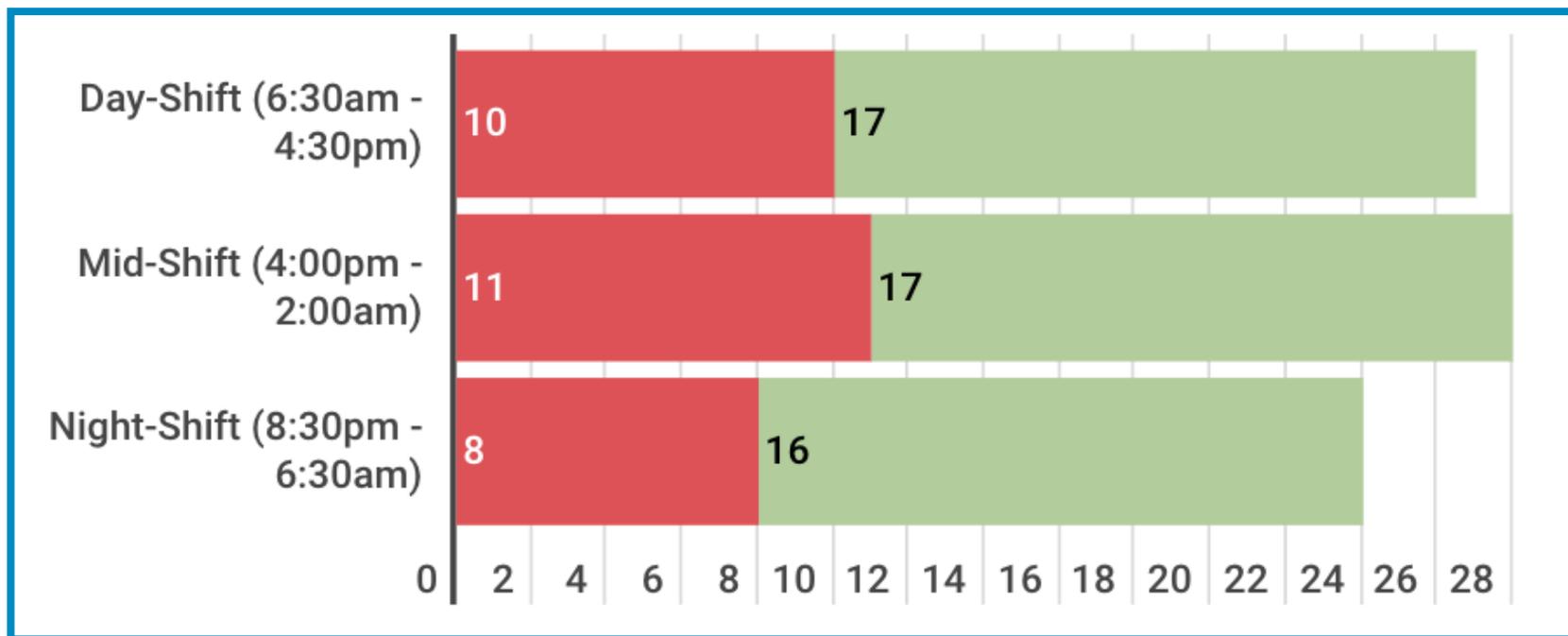
3rd Precinct Officer Shifts Breakdown (5/26/19 - 6/22/19)



Only Includes 911 Responders



3rd Precinct Officers Scheduled to Work Per Shift (days off, sick, vacation, training, etc.) on Average (5/26/19 - 6/22/19)



Red = Average number of 911 Responders on shifts
Green = Officers who are scheduled off

During this same time,
5/26/19 - 6/22/19,
3rd Precinct squads responded to
4,219 911 Calls.

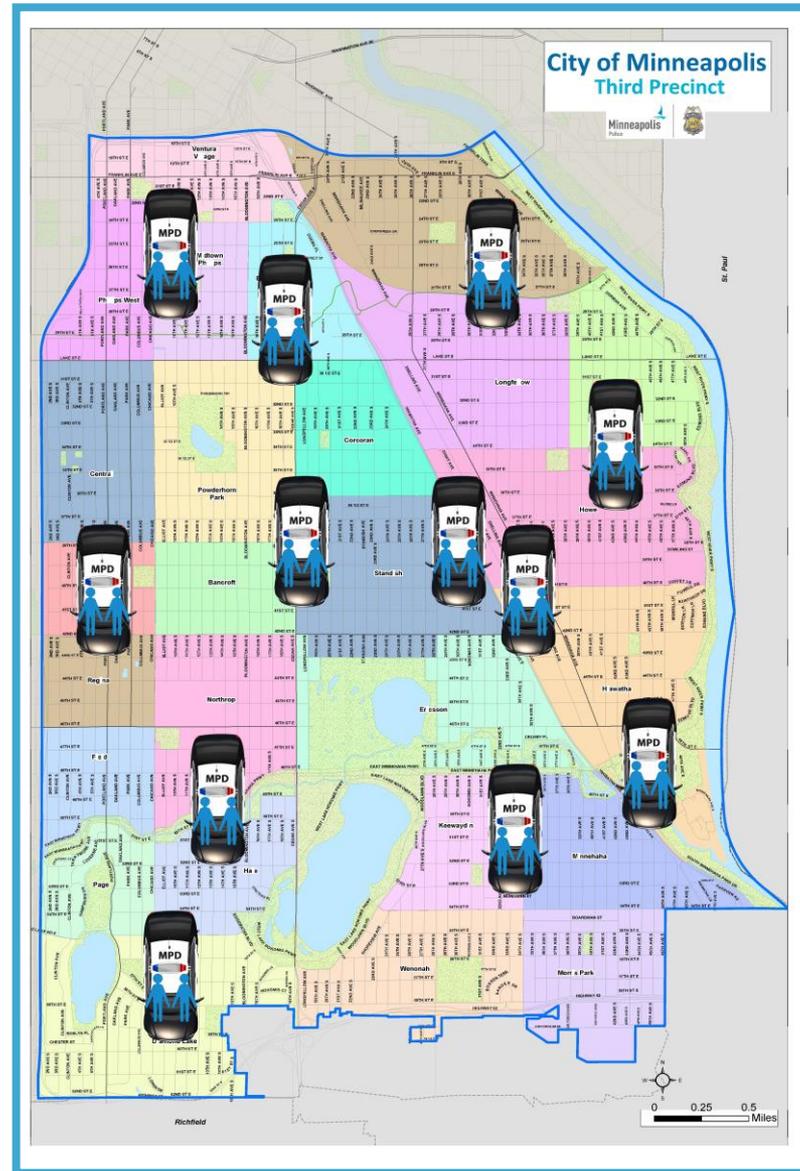
(This does not include their self-initiated activity)



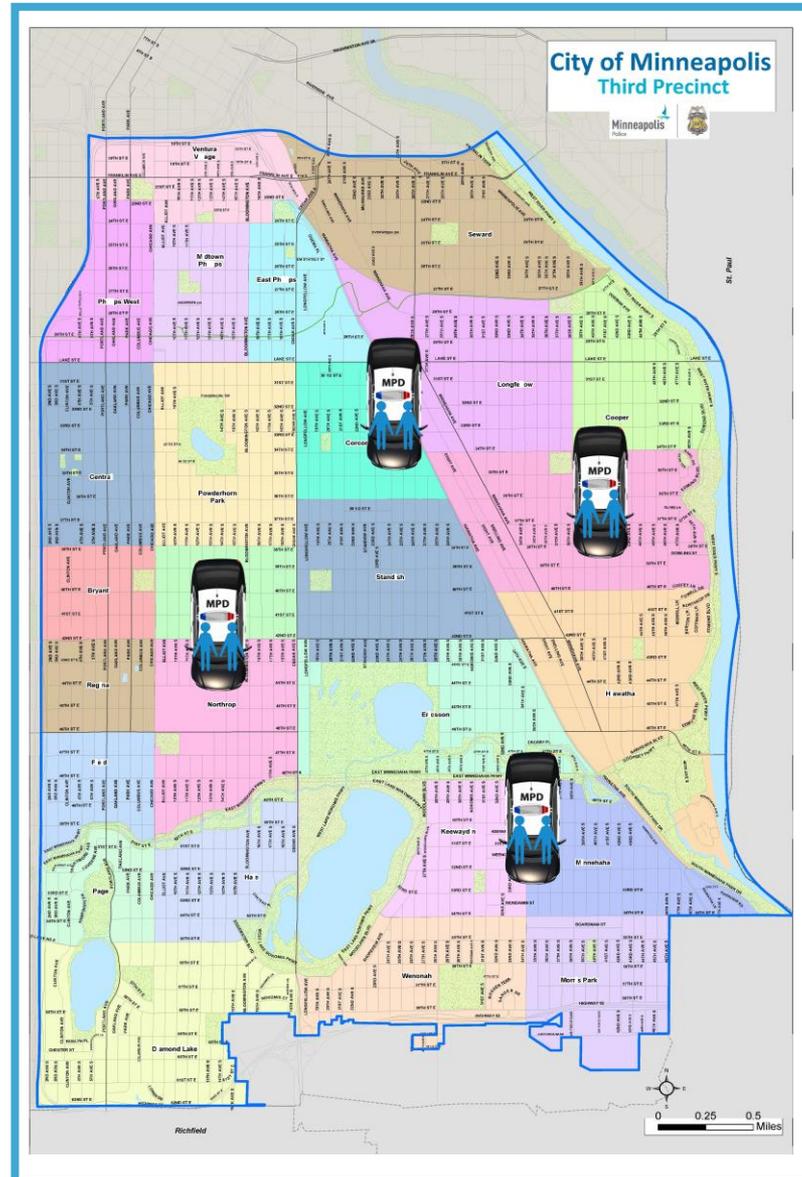
Two Officers Per Car



If 100% of all 3rd Precinct Night-Shift Officers were working, this is what it would look like

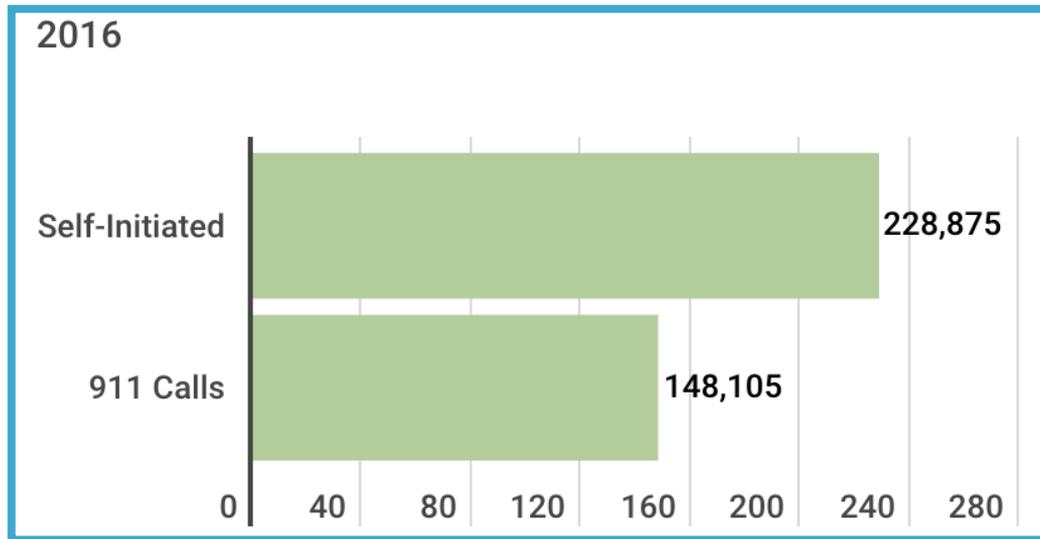
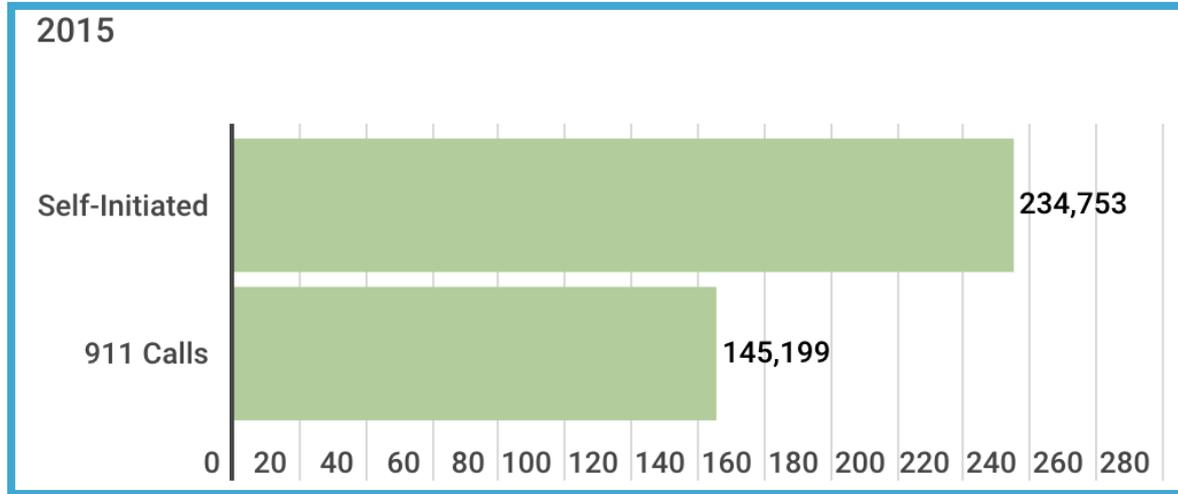


Map of Cars in 3rd Precinct During Night-Shift on Average (days off, sick, vacation, etc.)



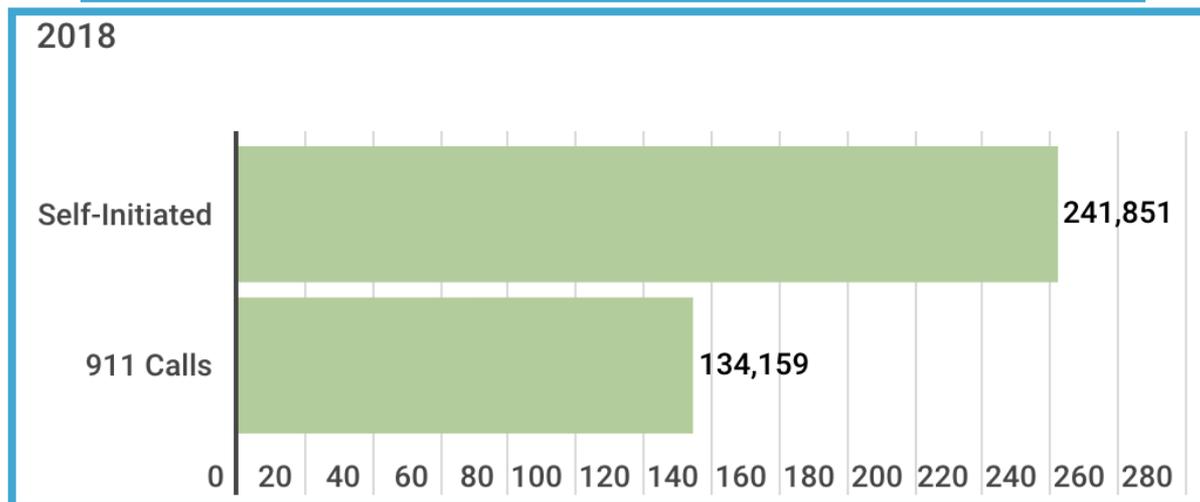
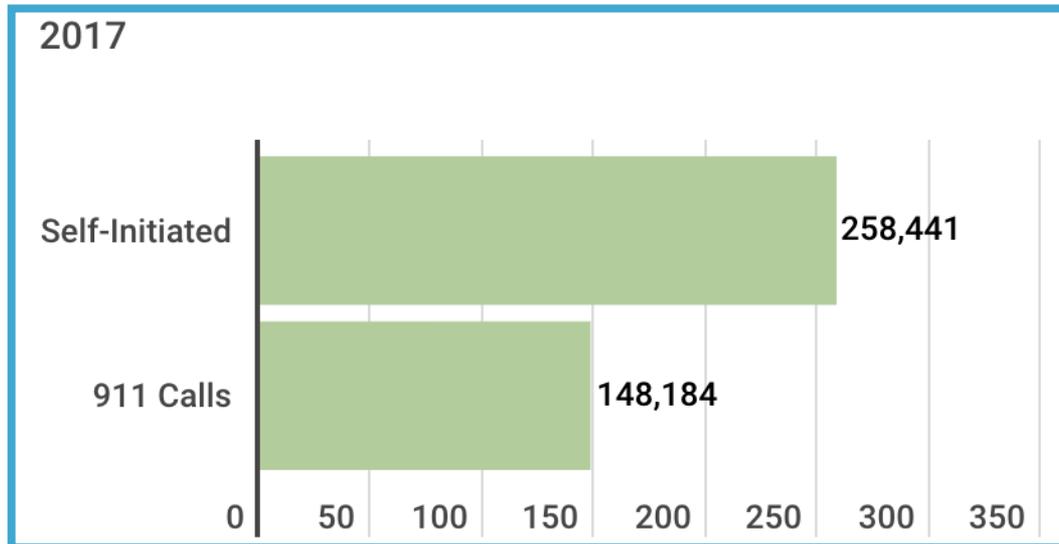
Proactive Calls vs. 911 Calls Citywide

Proactive/Self-Initiated Calls: Police work initiated by law enforcement agencies or officers that is intended to deter crime, reduce disorder, reduce citizens' fear of crime, or remedy other specific concerns in a given area.



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5 Most Time-Consuming Calls

(These calls require a police response, as opposed to a community member response)

- **Assaults** (Assault in Progress and Assault Report)
- **Domestics** (Domestic, Domestic Abuse, Domestic Abuse-In Progress, Domestic with Weapons)
- **Persons in Crisis (EDP)**
- **Traffic Accidents** (Personal Injury/Hit and Run, Personal Injury Accident, Personal Injury with Trap, Possible Personal Injury Accident, Property Damage Accident, Property Damage/Hit and Run)
- **Shootings**



5 Year Time Period of Time Spent on Those Types of Calls

Problem Code	2018 Squad Time Spent	2017 Squad Time Spent	2016 Squad Time Spent	2015 Squad Time Spent	2014 Squad Time Spent	2013 Squad Time Spent	5-Year % Change for Time Spent	5-Year % Change in Calls for Service
Assault	3193:04:04	3795:28:08	4097:02:47	4124:49:31	3683:43:36	3549:58:47	-10.0%	-28.4%
Domestic	7458:44:51	7820:37:47	8124:02:33	7438:07:42	7575:12:32	7683:54:25	-2.9%	-29.9%
EDP	5078:24:03	4943:30:04	4615:38:48	4324:24:26	3806:35:22	3347:15:58	+51.7%	+31.5%
MV Accidents	4745:07:39	5809:05:30	6039:15:46	5295:36:35	4692:05:15	4399:25:32	+7.8%	-6.5%
Shooting	4499:31:41	4099:31:58	5258:57:03	3312:26:09	3449:59:52	3505:14:09	+28.35%	+2.0%



Attrition of Officers

Attrition: The gradual but deliberate reduction in staff numbers that occurs as employees retire or resign and are not replaced.

- Average for the last 4 years (2015 - 2018) = 40
- Average for the last 3 years (2016 - 2018) = 42



Recent Research & Important Findings



More community connected officers walking on foot in our neighborhoods is...

- Likely to deter crime and reduce the number of arrests
- Likely to reduce excessive use of force by police officers

As police agencies continue to face staffing challenges we are squeezed between tight budgets and a recovering labor market, the need for more peace officers becomes paramount.



Appropriate resources improve community safety while helping to build trust with those we serve.



"We show that an increase in police presence...leads to a statistically and economically significant decrease in the level of crime."

Source: Glick and Tabarrok, "Using Terror Alert Levels to Estimate the Effect of Police on Crime." Chicago Journal of Law & Economics, Feb 16, 2005

"Studies have shown that crimes drop when more officers are hired."

Source: Tierney, "Prison Population can Shrink When Police Crowd Streets." New York Times, Jan 25 2013



“The United States is very unusual in spending much more money on the prison system than on our police departments. More police, fewer prisons, less crime.”

Source: Yglesias, “The Case for Hiring More Police Officers.” Vox, February 13, 2019

Uniformed officers patrolling the streets stopping crime before it starts rather than making numerous arrests that send more individuals to prison.

Stephen Mello of Princeton University on the Obama-era increase in federal police funding

“The program design allowed Mello to assess some quasi-random variation in which cities [received] grants. The data shows that compared to cities that missed out, those that made the cut ended up with police staffing levels that were 3.2 percent higher and crime levels that were 3.5 percent lower. [...] Reductions in crime seem to be about proportional to increases in the size of police forces.”

Source: Mello, “More COPS, Less Crime.” Princeton, February 25, 2018

Website: <https://www.vox.com/policy-and-politics/2019/2/13/18193661/hire-police-officers-crime-criminal-justice-reform-booker-harris>

(Source: A larger historical survey by Aaron Chalfin and Justin McCrary)

By looking at a large set of police and crime data for midsize to large cities from 1960 to 2010, it's "concluded that every \$1 spent on extra policing generates about \$1.63 in social benefits, primarily through fewer murders."

Source: Chalfin and McCrary, "Are U.S. Cities Underpoliced? Theory and Evidence." MIT Press Journals, March 2, 2018

Website: <https://www.vox.com/policy-and-politics/2019/2/13/18193661/hire-police-officers-crime-criminal-justice-reform-booker-harris>

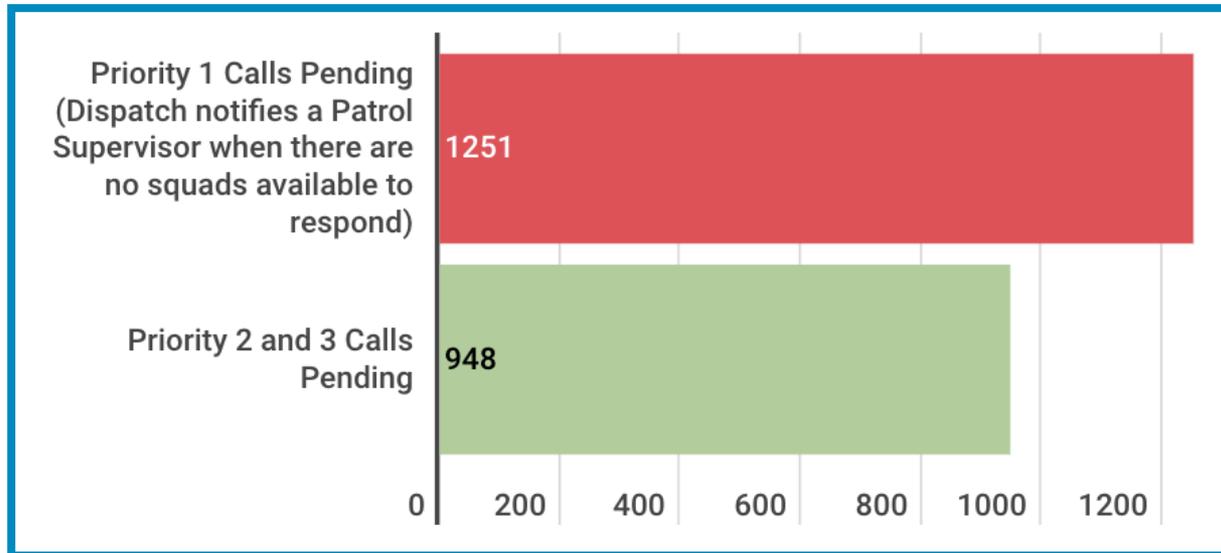
Response times impact trust.

Adequate staffing will improve response times, which will build trust.



Dispatch Notifies Supervisor of Pending Calls Citywide

(Pending: No squads available to respond)
(7/1/18 - 6/30/19)



Threshold of Supervision Notification (Data from MECC)

Priority 1: (Assaults, Domestic Violence, Shootings, Burglaries in Progress, Overdose)

Right Away

Priority 2: (Burglary Dwelling Report, Narcotics Activity, Auto Theft, Unwanted Person, Suspicious Vehicle)

30-45 Minutes

Priority 3: (Theft (report only), Retrieve Property, Recover Vehicle, Damage to Property Report)

1 Hour

Each call pending has the potential to erode the public trust.



A study of policing that looked at crime rates and “policing surges” found that surges led to both less crime and more “stop and frisk”-type incidents where officers stopped citizens (typically young black or Latino men) without probable cause. That suggests a sharp trade-off between crime reduction and civil rights. But the study also found that the additional stops were doing nothing to reduce crime. **All of the anti-crime impact, in other words, came from putting more cops on foot in neighborhoods rather than from the use of aggressive tactics.** New York City, not coincidentally, has continued to enjoy low and falling crime rates since stop and frisk tactics were curtailed. What’s helpful is more officers, not more harassment.

Source: MacDonald, Fagan, Geller, “The Effects of Local Police Surges on Crime and Arrests in New York City,” PLoS ONE, June 16, 2016

Website: <https://www.vox.com/policy-and-politics/2019/2/13/18193661/hire-police-officers-crime-criminal-justice-reform-booker-harris>

“There is at least some evidence that increased staffing levels would reduce the number of excessive force incidents.”

Key takeaway? Fatigue matters.

Tired officers, across a variety of studies, generate more complaints from the civilians they interact with.

Sleep Deprivation Research

(Source: A M Williamson, Anne-Marie Feyer, Moderate Sleep Deprivation Produces Impairments in Cognitive and Motor Performance Equivalent to Legally Prescribed Levels of Alcohol Intoxication, June 2000)

- Moderate sleep deprivation produces impairments equivalent to those of alcohol intoxication.
- After 17 to 19 hours without sleep, performance was equivalent or worse than that of a blood alcohol concentration (BAC) level of 0.05 percent.
- After longer periods without sleep, performance reached levels equivalent to a BAC of 0.1 percent.

- *(Source: A 2017 audit of the Kings County Sheriff's Department in Washington) Working a single hour of overtime led to a 2.7 percent increase in the odds that the officer would be involved in a use-of-force incident the following week.*
- *(Source: A 2015 study of police officers in Phoenix) Being assigned to a 13-hour rather than 10-hour shift led to increases in fatigue and Professional Standards Bureau complaints.*
- *(Source: A 2018 study) Working back-to-back night shifts increased the odds of public complaints, and that the effect is particularly large when the officers had to make court appearances in the daytime between the night shifts.*

First Precinct Mid-Shift Holdovers

(Hold Over: The supervisor has made the decision there's not enough resources to handle the current calls for service)

(1/1/19 - 6/30/19)

- First Precinct Mid-Shifts were held over every weekend, all but 1 Friday and every Saturday.
- In March, the shifts were held over every Sunday. In April, held over 4 out of 5 Sundays, May 3 out of 4 Sundays and June 4 out of 5 Sundays.



Number of Times First Precinct Mid-Shift
Officers/Sergeants Were Held Past Their Shift
(1/1/19 - 6/30/19)

262

(Officers/Sergeants had to work overtime 262
times between January and June in 2019)



10 Hour Shift + More Hours

- Impacts
 - Sleep
 - Wellness
 - Relationships with Communities
 - Family



(Source: Civis Analytics ran a mid-January poll on a range of policing subjects)

Extra policing is broadly popular across racial groups and that most African Americans and Latinos express favorable views of their local police. “Some members of your state legislature are proposing increasing the budget for the police force and hiring more police officers in high crime areas. If you have to choose, do you support or oppose increasing the number of police officers?” 60 percent of African Americans, 65 percent of Latinos, and 74 percent of whites said they support it.

Website: <https://www.vox.com/policy-and-politics/2019/2/13/18193661/hire-police-officers-crime-criminal-justice-reform-booker-harris>

Providing money to put more cops on foot in our neighborhoods is a proven and cost-effective means of bringing crime down that offers a humane alternative to harsh prison sentences as a deterrent. It offers some prospect of cutting down on disproportionate use of force as well.

QUESTIONS



THANK YOU!

